

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

Office of Surface Mining: OSM

For 4th Quarter 2010 for period ending September 30, 2010

****Mixed Cases are Included in this report.****

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Number of Complaints Filed	4	6	4	1	3	4
Number of Complainants	4	6	4	1	3	3
Repeat Filers	0	0	0	0	0	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1	1	2	0	2	3
Color	0	0	0	0	0	0
Religion	0	0	0	0	1	0
Reprisal	1	1	1	1	3	1
Sex	2	3	3	0	3	1
National Origin	1	3	0	0	0	1
Equal Pay Act	1	1	0	0	0	0

Age	1	4	1	0	2	1
Disability	1	0	0	0	2	0
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	
Appointment/Hire	2	0	2	0	0	1
Assignment of Duties	0	0	1	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	1	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	1	1	0	1	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0

Promotion/Non-Selection	1	5	1	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	1	0	0
Reasonable Accommodation	1	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	2	1
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	1	0	0	0	1	2
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Complaints pending during fiscal year						
Average number of days in investigation	0	148.67	105.00	86.33	109.00	102.00
Average number of days in final action	40.00	106.00	26.50	55.50	367.00	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	162.50	88.33	0	109.00	0
Average number of days in final action	0	0	26.50	38.67	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	0	121.00	155.00	129.50	0	153.00

Average number of days in final action	40.00	106.00	0	106.00	367.00	0
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Total Complaints Dismissed by Agency	1	2	3	0	0	2
Average days pending prior to dismissal	262	247	450	0	0	-11
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	2	0	0	0
Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
	#	%	#	%	#	%
Total Number Findings	0		0		0	
Without Hearing	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2005	2006	2007	2008	2009	
	#	%	#	%	#	%
Total Number Findings	0		0		0	
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2010Thru09-30						
	2005	2006	2007	2008	2009							
Total complaints from previous Fiscal Years	2	4	8	6	2	4						
Total Complainants	1	2	6	6	2	4						
Number complaints pending												
Investigation	0	0	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	0	0	3	1	1	1						
Final Agency Action	0	0	0	0	0	1						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2010Thru09-30						
	2005	2006	2007	2008	2009							
Pending Complaints Where Investigations Exceed Required Time Frames	0	3	0	0	0	0						